

1 D.LAW, INC.
2 Emil Davtyan (SBN 299363)
3 emil@d.law
4 David Yeremian (SBN 226337)
5 d.yeremian@d.law
6 Natalie Haritounian (SBN 324318)
7 n.haritounian@d.law
8 Andrea A. Amaya Silva (SBN 348080)
9 a.amaya@d.law
450 N Brand Blvd, Suite 840
Glendale, CA 91203
Telephone: (818) 962-6465
Facsimile: (818) 962-6469

8 Attorneys for Plaintiffs RODOLFO GARAY-RIOS,
9 JONATHAN REGINALD CLARK JONES, and ENRIQUE KELVIN MCCOY,
on behalf of themselves and others similarly situated

10 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
11 **FOR THE COUNTY OF ALAMEDA**

12 RODOLFO GARAY-RIOS, JONATHAN
13 REGINALD CLARK JONES, ENRIQUE
14 KELVIN MCCOY, individuals on behalf of
themselves and all others similarly situated,

15 Plaintiffs,

16 vs.

17 QUANTA MANUFACTURING, INC., a
18 California Corporation; QUANTA
19 COMPUTER USA, INC., a California
20 Corporation; TEG STAFFING, INC., DBA
21 EASTRIDGE WORKFORCE SOLUTIONS,
a California Corporation; VOLT
MANAGEMENT CORP. DBA VOLT
WORKFORCE SOLUTIONS, a Delaware
Corporation; and DOES 1 through 50,
inclusive,

22 Defendants.

ELECTRONICALLY FILED
Superior Court of California
County of Alameda
08/01/2025

Chad Finke, Executive Officer / Clerk of the Court

By: D. Drew Deputy

Case No.: 25CV124772

CLASS ACTION

Assigned for All Purposes To:
Hon. Somnath Raj Chatterjee
Dept.: 21

**FIRST AMENDED CLASS ACTION
COMPLAINT FOR:**

1. Failure to Pay Minimum Wages;
2. Failure to Pay Wages and Overtime Under Labor Code § 510;
3. Meal Period Liability Under Labor Code § 226.7;
4. Rest-Break Liability Under Labor Code § 226.7;
5. Violation of Labor Code § 226(a);
6. Violation of Labor Code § 203;
7. Violation of Labor Code § 204;
8. Failure to Keep Required Payroll Records under Labor Code §§ 1174 and 1174.5;
9. Failure to Reimburse Necessary Business Expenses § 2802;
10. Violation of Business & Professions Code § 17200 *et seq.*; and
11. Penalties under PAGA, Labor Code § 2698

DEMAND FOR JURY TRIAL

INTRODUCTION

1. Plaintiffs RODOLFO GARAY-RIOS (“Plaintiff Garay-Rios”), JONATHAN REGINALD CLARK JONES (“Plaintiff Jones”), and ENRIQUE KELVIN MCCOY (“Plaintiff McCoy”), bring this action on behalf of themselves and the Class Members who are defined as “all current and former employees within the State of California who, at any time from four (4) years prior to the filing of this lawsuit, are or were employed as non-exempt hourly employees by Defendant QUANTA MANUFACTURING, INC., (“Defendant Quanta Manufacturing”); and/or Defendant QUANTA COMPUTER USA, INC., (“Defendant Quanta Computer”); and/or Defendant TEG STAFFING, INC., dba EASTRIDGE WORKFORCE SOLUTIONS (“Defendant TEG Staffing”); and/or Defendant VOLT MANAGEMENT CORP. dba VOLT WORKFORCE SOLUTIONS (“Defendant Volt Workforce”); and/or DOES 1 through 50, inclusive” (all Defendants being collectively referred to herein as “Defendants”).

2. Plaintiffs allege that Defendants, and each of them, violated various provisions of the California Labor Code, relevant orders of the Industrial Welfare Commission (IWC), and the California Business & Professions Code, and seek redress for these violations.

3. Upon information and belief, Plaintiffs were employed by Defendants and (1) shared similar job duties and responsibilities; (2) were subjected to the same policies and practices; and (3) endured similar violations at the hands of Defendants as the other Class Members who served in similar and related positions.

THE PARTIES

A. The Plaintiffs

4. Plaintiff RODOLFO GARAY-RIOS resides in California, during the time period relevant to this Complaint, and was employed by Defendants as a non-exempt hourly employee within the State of California.

5. Plaintiff JONATHAN REGINALD CLARK JONES resides in California, during the time period relevant to this complaint, and was employed by Defendants as a non-exempt hourly employee within the State of California.

6. Plaintiff ENRIQUE KELVIN MCCOY resides in California, during the time period

1 relevant to this Complaint, and was employed by Defendants as a non-exempt hourly employee
2 within the State of California.

3 **B. The Defendants**

4 7. Defendant QUANTA MANUFACTURING, INC., (“Defendant Quanta
5 Manufacturing, Inc.”) is a California Corporation with its principal place of business in Fremont,
6 California and is registered with the California Secretary of State. Defendant Quanta
7 Manufacturing, Inc., has been the employer listed on the employment records issued to Plaintiffs
8 during the relevant time period that Plaintiffs were employed with Defendants. Defendant Quanta
9 Manufacturing, Inc., employs Plaintiffs and the Class Members in California, including at
10 Defendants’ offices and facilities in Fremont, California, and throughout California, and conducts
11 business throughout California. Plaintiff is informed and believes, and based thereon alleges, that
12 QUANTA MANUFACTURING, INC., is a “client employer” within the meaning of Labor Code
13 § 2810.3 that procures outplacement staffing and payroll services from various staffing agencies,
14 including but not limited to, Defendant TEG STAFFING, INC., dba EASTRIDGE WORKFORCE
15 SOLUTIONS (“Defendant TEG Staffing”) and Defendant VOLT MANAGEMENT CORP. dba
16 VOLT WORKFORCE SOLUTIONS (“Defendant Volt Workforce”).

17 8. Defendant QUANTA COMPUTER USA, INC., (“Defendant Quanta Computer
18 USA, Inc.”) is a California Corporation with its principal place of business in Fremont, California
19 and is registered with the California Secretary of State. Defendant Quanta Computer USA, Inc.,
20 has been the employer listed on the employment records issued to Plaintiffs during the relevant
21 time period that Plaintiffs were employed with Defendants. Defendant Quanta Computer USA,
22 Inc., employs Plaintiffs and the Class Members in California, including at Defendants’ offices and
23 facilities in Fremont, California, and throughout California, and conducts business throughout
24 California. Plaintiff is informed and believes, and based thereon alleges, that QUANTA
25 COMPUTER USA, INC., is a “client employer” within the meaning of Labor Code § 2810.3 that
26 procures outplacement staffing and payroll services from various staffing agencies, including but
27 not limited to, Defendant TEG STAFFING, INC., dba EASTRIDGE WORKFORCE
28 SOLUTIONS (“Defendant TEG Staffing”) and Defendant VOLT MANAGEMENT CORP. dba

1 VOLT WORKFORCE SOLUTIONS (“Defendant Volt Workforce”).

2 9. Defendant TEG STAFFING, INC., dba EASTRIDGE WORKFORCE
3 SOLUTIONS (“Defendant TEG Staffing”) is a California Corporation with its principal place of
4 business in San Diego, California and is registered with the California Secretary of State.
5 Defendant TEG Staffing has been the employer listed on the wage statements and employment
6 records issued to Plaintiffs during the relevant time period that Plaintiffs were employed with
7 Defendants. Defendant TEG Staffing employs Plaintiffs and the Class Members in California,
8 including at Defendants’ offices and facilities in Fremont, California, and throughout California,
9 and conducts business throughout California. Plaintiff is informed and believes, and based thereon
10 alleges, that TEG STAFFING, INC., dba EASTRIDGE WORKFORCE SOLUTIONS is a “labor
11 contractor” within the meaning of Labor Code § 2810.3 that provides outplacement staffing and
12 payroll services for various industries and professions, including for Defendant QUANTA
13 MANUFACTURING, INC., (“Defendant Quanta Manufacturing, Inc.”) and Defendant QUANTA
14 COMPUTER USA, INC., (“Defendant Quanta Computer USA, Inc.”).

15 10. Defendant VOLT MANAGEMENT CORP. dba VOLT WORKFORCE
16 SOLUTIONS (“Defendant Volt Workforce”) is a Delaware Corporation with its principal place of
17 business in Atlanta, Georgia and is registered with the California Secretary of State. Defendant
18 Volt Workforce has been the employer listed on the wage statements and employment records
19 issued to Plaintiffs during the relevant time period that Plaintiffs were employed with Defendants.
20 Defendant Volt Workforce employs Plaintiffs and the Class Members in California, including at
21 Defendants’ offices and facilities in Fremont, California, and throughout California, and conducts
22 business throughout California. Plaintiff is informed and believes, and based thereon alleges, that
23 VOLT MANAGEMENT CORP. dba VOLT WORKFORCE SOLUTIONS (“Defendant Volt
24 Workforce”) is a “labor contractor” within the meaning of Labor Code § 2810.3 that provides
25 outplacement staffing and payroll services for various industries and professions, including for
26 Defendant QUANTA MANUFACTURING, INC., (“Defendant Quanta Manufacturing, Inc.”) and
27 Defendant QUANTA COMPUTER USA, INC., (“Defendant Quanta Computer USA, Inc.”).

28 11. The true names and capacities, whether individual, corporate, associate, or

1 whatever else, of the Defendants sued herein as Does 1 through 50, inclusive, are currently
2 unknown to Plaintiffs, who therefore sue these Defendants by such fictitious names under Code of
3 Civil Procedure § 474. Plaintiffs are informed and believe and thereon allege that Defendants
4 designated herein as Does 1 through 50, inclusive, and each of them, are legally responsible in
5 some manner for the unlawful acts referred to herein. Plaintiffs will seek leave of court to amend
6 this Complaint to reflect the true names and capacities of the Defendants designated herein as
7 Does 1 through 50 when their identities become known.

8 12. Plaintiffs are informed and believe and thereon allege that each Defendant acted in
9 all respects pertinent to this action as the agent of the other Defendants, that Defendants carried
10 out a joint scheme, business plan, or policy in all respects pertinent hereto, and that the acts of
11 each Defendant are legally attributable to the other Defendants. Furthermore, Defendants acted in
12 all respects as the employers or joint employers of Class Members. Defendants, and each of them,
13 exercised control over the wages, hours or working conditions of Class Members, or suffered or
14 permitted Class Members to work, or engaged, thereby creating a common law employment
15 relationship, with Class Members. Therefore, Defendants, and each of them, employed or jointly
16 employed Class Members.

17 13. Whenever and wherever reference is made in this Complaint to any act by a
18 Defendant or Defendants, such allegations and references shall also be deemed to mean the acts
19 and failures to act of each Defendant acting individually, jointly, and severally.

20 14. Whenever and wherever reference is made to individuals who are not named as a
21 Defendant in this Complaint but were agents, servants, employees and/or supervisors of
22 Defendants, such individuals at all relevant times acted on behalf of Defendants within the scope
23 of their employment.

24 **JURISDICTION AND VENUE**

25 15. This Court has jurisdiction over this Action pursuant to California Code of Civil
26 Procedure § 410.10 and California Business & Professions Code § 17203. This Action is brought as
27 a Class Action on behalf of similarly situated Class Members of Defendants pursuant to California
28 Code of Civil Procedure § 382. Venue as to Defendants is also proper in this judicial district pursuant

1 to California Code of Civil Procedure § 395 *et seq.* Upon information and belief, the obligations and
2 liabilities giving rise to this lawsuit occurred in part in Alameda County. Defendants maintain and
3 operate facilities in Alameda County and employ Plaintiffs and other Class Members in Alameda
4 while doing business throughout California.

5 **FACTUAL BACKGROUND**

6 16. Class Members consistently worked at Defendants behest without being paid all
7 wages due. Class Members were either not paid by Defendants for all hours worked or were not
8 paid at the appropriate minimum, regular and overtime rates. Plaintiffs also contend that Defendants
9 failed to pay Class Members all wages due and owing, including by requiring off the clock work,
10 failing to provide meal and rest breaks, failing to furnish accurate wage statements, failing to timely
11 pay wages including final wages, failing to maintain accurate records, and failing to reimburse
12 necessary business expenses all in violation of various provisions of the California Labor Code and
13 applicable Wage Orders.

14 17. During the course of Class Members' employment with Defendants, Class Members
15 were not paid all wages they were owed. Class Members were required to perform pre-shift and
16 post-shift off the clock work which they were not compensated for despite being subject to
17 Defendants' control. Specifically, Defendants would require Class Members to put on their
18 uniforms, and protective gear before clocking in and would require Class Members to take off their
19 uniforms and protective gear after clocking out for their shift. Additionally, Class Members were
20 required to undergo security and bag checks and were not compensated for this time. Further, Class
21 members were also required to wait in line to clock in for their shift. Moreover, Class Members
22 were required to work through portions of their meal periods while they were off the clock and were
23 not paid for this time. Defendants also contacted Class Members on their personal cell phones with
24 work demands outside of scheduled work hours, and Class Members were not paid for this time.

25 18. By implementing policies, programs, practices, procedures and protocols which
26 resulted in off the clock work, Defendants' willful actions resulted in the systematic underpayment
27 of wages to Class Members, including underpayment of overtime pay to Class Members over the
28 relevant time period. For example, the above described off the clock work caused Plaintiffs and

1 Class Members to begin receiving overtime pay later than they should have.

2 19. As a result of the above-described requirements to work off the clock, and the other
3 wage violations they endured at Defendants' hands, Class Members were not properly paid all wages
4 earned and all wages owed to them by Defendants, including when working more than eight (8)
5 hours in any given day and/or more than forty (40) hours in any given week.

6 20. As a result of Defendants' unlawful policies and practices, Class Members incurred
7 overtime hours worked for which they were not adequately and completely compensated, in addition
8 to the hours they were required to work off the clock. To the extent applicable, Defendants also
9 failed to pay Class Members at an overtime rate of 1.5 times the regular rate for the first eight hours
10 of the seventh consecutive work day in a week and overtime payments at the rate of 2 times the
11 regular rate for hours worked over eight (8) on the seventh consecutive work day, as required under
12 the Labor Code and applicable IWC Wage Orders.

13 21. Therefore, from at least four (4) years prior to the filing of this lawsuit and continuing
14 to the present, Defendants had a consistent policy or practice of failing to pay Class Members for
15 all hours worked, and failing to pay minimum wages for all time worked, as required by California
16 law. Defendants thus failed to pay Class Members at least minimum wages for all the time they
17 worked for Defendants in violation of the Labor Code and applicable IWC Wage Orders as the
18 actual times when Class Members were under the control and direction of Defendants was under
19 reported in the hours reflected on the timekeeping records. Furthermore, Defendants' willful actions
20 resulted in the systematic underpayment of wages to Class Members, including underpayment of
21 overtime pay to Class Members over a period of time.

22 22. Therefore, from at least four (4) years prior to the filing of this lawsuit and continuing
23 to the present, Defendants had a consistent policy or practice of failing to pay Class Members for
24 all hours worked. Also, from at least four (4) years prior to the filing of this lawsuit and continuing
25 to the present, Defendants also had a consistent policy or practice of failing to pay Class Members
26 their true and correct overtime compensation at premium overtime rates for all hours worked in
27 excess of eight (8) hours a day and/or forty (40) hours a week, and double-time rates for all hours
28 worked in excess of twelve (12) hours a day, in violation of Labor Code § 510 and the corresponding

1 sections of IWC Wage Orders.

2 23. Additionally, Defendants failed to provide all the legally required unpaid, off-duty
3 meal periods and all the legally required paid, off-duty rest periods to Class Members, as required
4 by the applicable Wage Order and Labor Code. Class Members were required to perform work as
5 ordered by Defendants for more than five (5) hours during a shift but were often required to do so
6 without receiving a lawful and timely meal break. In addition to untimely meal periods, Defendants
7 also required Class Members to respond to work demands. Defendants placed their needs over Class
8 Members lawful meal and rest breaks, and this resulted in Class Members often having to work
9 through their scheduled meal and/or rest breaks, or otherwise taking shortened ones, because the
10 demands of the job would not avail them the opportunity to take a lawfully uninterrupted and off
11 duty meal and/or rest break.

12 24. On the occasions when Class Members worked over 10 hours in a shift, Defendants
13 also failed to provide them with a second, uninterrupted, timely and duty-free meal period. As a
14 result, Defendants' failure to provide Class Members with all legally required off-duty, unpaid meal
15 periods and all the legally required off-duty, paid rest periods is and will be evidenced by
16 Defendants' business records, or lack thereof. Defendants also failed to pay Class Members
17 "premium pay," i.e. one hour of wages at each Class Member's effective hourly rate of pay, for each
18 meal period or rest break that Defendants failed to provide or deficiently provided.

19 25. Therefore, for at least four (4) years prior to the filing of this action and continuing
20 to the present, Defendants have regularly required Class Members to work shifts in excess of five
21 (5) hours without providing them with uninterrupted meal periods of not less than thirty (30)
22 minutes, and shifts in excess of (10) hours without providing them with second meal periods of not
23 less than thirty minutes; nor did Defendants pay Class Members "premium pay," i.e. one hour of
24 wages at each Class Member's effective hourly rate of pay, for each meal period that Defendants
25 failed to provide or deficiently provided.

26 26. Meal period violations thus occurred in one or more of the following manners:

- 27 (a) Class Members were not provided full thirty-minute duty free meal periods
28 for work days in excess of five (5) hours and were not compensated one (1)

hour's wages in lieu thereof, all in violation of, among others, Labor Code
§§ 226.7, 512, and the applicable Industrial Welfare Commission Wage
Order(s);

(b) Class Members were not provided second full thirty-minute duty free meal
periods for work days in excess of ten (10) hours;

(c) Class Members were required to work through at least part of their daily
meal period(s);

(d) Meal periods were provided after five (5) hours of continuous work during
a shift; and

(e) Class Members were restricted in their ability to take a full thirty-minute
meal period.

27. Class Members were also not authorized and permitted to take lawful rest periods,
were systematically required by Defendants to work through or during breaks and were not provided
with one (1) hour's wages in lieu thereof. Class Members were restricted in their ability to take their
full ten (10) minutes net rest time or were otherwise not provided with duty-free rest periods.
Therefore, from at least four years prior to the filing of this lawsuit and continuing to the present,
Defendants have consistently failed to provide Class Members with paid rest breaks of not less than
ten minutes for every work period of four or more consecutive hours; or major fraction thereof, nor
did Defendant pay Class Members premium pay for each day on which requisite rest breaks were
not provided or were deficiently provided.

28. Rest period violations therefore arose in one or more of the following manners:

(a) Class Members were required to work without being provided a minimum
ten (10) minute rest period for every four (4) hours or major fraction
thereof worked and were not compensated one (1) hour of pay at their
regular rate of compensation for each workday that a rest period was not
provided;

(b) Class Members were not authorized and permitted to take timely rest
periods for every four hours worked, or major fraction thereof; and

1 (c) Class Members had their rest periods interrupted by work demands.

2 29. Defendants also consistently failed to issue accurate itemized wage statements as
3 required by Labor Code § 226(a). Specifically, wage statements given to Class Members failed to
4 accurately account for unpaid wages and overtime because Defendants under-reported Class
5 Members' actual hours worked due to the off the clock work. Additionally, the wage statements
6 given to Class Members failed to accurately account for premium pay for deficiently provided meal
7 periods and rest breaks.

8 30. From at least four (4) years prior to filing this lawsuit and continuing to the present,
9 Defendants have thus also had a consistent policy of failing to pay all wages owed to Class Members
10 at the time of their termination or within seventy-two (72) hours of their resignation, as required by
11 California wage-and-hour laws. Specifically, Class Members were not paid all regular and overtime
12 wages because Defendants failed to pay for all hours worked by requiring off the clock work.
13 Additionally, Defendants failed to pay premium wages owed for unprovided meal periods and rest
14 periods, as further detailed in this Complaint. Defendants' failure to pay said wages within the
15 required time was willful within the meaning of Labor Code § 203.

16 31. Further, the facilities where Defendants required Class Members to work were
17 intolerably hot, and Plaintiffs, and upon information and belief, the Class Members, were
18 concerned that they would suffer from heat-related injuries during their work shifts. The
19 warehouse where Plaintiffs and Class Members were required to work did not have air
20 conditioning nor proper air ventilation. By failing to maintain temperatures providing reasonable
21 comfort levels consistent with industry-wide standards for the nature and process of the work
22 performed, Defendants violated paragraph 15 of the applicable IWC Wage Orders and are entitled
23 to civil penalties as appropriate.

24 32. Additionally, from at least four (4) years prior to the filing of this lawsuit and
25 continuing to the present, Defendants have regularly required Plaintiffs to incur business expenses
26 in the course of performing their required job duties for Defendants, including for cell phone and
27 mileage expenses and for the purchase of tools required to perform their job duties. Upon
28 information and belief, Class Members incurred similar costs. These expenses incurred by Plaintiffs

1 and Class Members were necessary and required of them in performing their assigned job duties,
2 but Defendants failed to reimburse Plaintiffs and Class Members for all such necessary
3 expenditures, thus entitling them to reimbursement according to proof as required under Labor Code
4 § 2802 and the applicable provisions of the IWC Wage Orders.

5 33. In light of the foregoing, Plaintiffs and Class Members bring this action pursuant to,
6 *inter alia*, Labor Code §§ 201, 202, 203, 204, 210, 226, 226.3, 226.7, 227.3, 510, 512, 551, 552,
7 558, 558.1, 1174, 1174.5, 1182.12, 1185, 1194, 1194.2, 1197, 1198, 1199, 2698 *et seq.*, 2802, 2926
8 and California Code of Regulations, Title 8, section 11000 *et seq.*

9 34. Furthermore, pursuant to Business and Professions Code §§ 17200-17208, Plaintiffs
10 and the Class Members seek injunctive relief, restitution, and disgorgement of all benefits
11 Defendants have enjoyed from their violations of Labor Code and the other unfair, unlawful, or
12 fraudulent practices alleged in this Complaint.

13 CLASS ALLEGATIONS

14 35. Plaintiffs seek to represent the Subclasses composed of and defined as follows:

15 a. Subclass 1. Minimum Wages Subclass. All Class Members who were not
16 compensated for all hours worked for Defendants at the applicable minimum wage.

17 b. Subclass 2. Wages and Overtime Subclass. All Class Members who were not
18 compensated for all hours worked for Defendants at the required rates of pay, including for all hours
19 worked in excess of eight in a day and/or forty in a week.

20 c. Subclass 3. Meal Period Subclass. All Class Members who were subject to
21 Defendants' policy and/or practice of failing to provide unpaid 30-minute uninterrupted and duty-
22 free meal periods or one hour of pay at the Class Member's regular rate of pay in lieu thereof.

23 d. Subclass 4. Rest Break Subclass. All Class Members who were subject to
24 Defendants' policy and/or practice of failing to authorize and permit Class Members to take
25 uninterrupted, duty-free, 10-minute rest periods for every four hours worked, or major fraction
26 thereof, and failing to pay one hour of pay at the Class Member's regular rate of pay in lieu thereof.

27 e. Subclass 5. Wage Statement Subclass. All Class Members who, within the
28 applicable limitations period, were not provided with accurate itemized wage statements.

1 f. Subclass 6. Termination Pay Subclass. All Class Members who, within the
2 applicable limitations period, either voluntarily or involuntarily separated from their employment
3 and were subject to Defendants' policy and/or practice of failing to timely pay wages upon
4 termination.

5 g. Subclass 7: Failure to Timely Pay Wages Twice Monthly Subclass. All Class
6 Members who were subject to Defendants' policy and practice of not timely paying all wages earned
7 when they were due and payable at least twice monthly.

8 h. Subclass 8. Payroll Records Subclass. All Class Members who were subject to
9 Defendants' policy and/or practice of failing to keep accurate time and wage records as required by
10 California wage-and-hour laws.

11 i. Subclass 9. Expense Reimbursement Subclass. All Class Members who incurred
12 necessary and reasonable expenses in connection with performing their job duties for Defendant and
13 who were subject to a policy and/or practice under which such expenses were not reimbursed.

14 j. Subclass 10. UCL Subclass. All Class Members who are owed restitution as a result
15 of Defendants' business acts and practices, to the extent such acts and practices are found to be
16 unlawful, deceptive, and/or unfair.

17 36. Plaintiffs reserve the right under California Rule of Court 3.765 to amend or modify
18 the class description with greater particularity or further division into subclasses or limitation to
19 particular issues. To the extent equitable tolling operates to toll claims by the Class against
20 Defendants, the Class Period should be adjusted accordingly.

21 37. Defendants, as a matter of company policy, practice and procedure, and in violation
22 of the applicable Labor Code, Industrial Welfare Commission ("IWC") Wage Order requirements,
23 and the applicable provisions of California law, intentionally, knowingly, and willfully, engaged in
24 a practice whereby Defendants failed to correctly calculate compensation for the time worked by
25 Class Members, even though Defendants enjoyed the benefit of this work, required Class Members
26 to perform this work and permitted or suffered to permit this work. Defendants have uniformly
27 denied these Class Members wages to which these employees are entitled and failed to provide meal
28 periods or authorize and permit rest periods, in order to unfairly cheat the competition and

1 unlawfully profit.

2 38. This action has been brought and may properly be maintained as a class action under
3 the provisions of Code of Civil Procedure § 382 because there is a well-defined community of
4 interest in litigation and proposed class is easily ascertainable.

5 **A. Numerosity**

6 39. The potential members of the class as defined are so numerous that joinder of all the
7 members of the class is impracticable. While the precise number of class members has not been
8 determined at this time, Plaintiffs are informed and believe that Defendants employ or, during the
9 time period relevant to this lawsuit, employed hundreds of employees who satisfy the Class
10 definition within the State of California.

11 40. Accounting for employee turnover during the relevant time period increases this
12 number substantially. Plaintiffs allege that Defendants' employment records will provide
13 information as to the number and location of all Class Members.

14 **B. Commonality**

15 41. There are questions of law and fact common to the Class that predominates over any
16 questions affecting only individual Class Members. These common questions of law and fact
17 include:

- 18 a. Whether Defendants failed to pay Class Members minimum wages;
- 19 b. Whether Defendants failed to pay Class Members wages for all hours worked;
- 20 c. Whether Defendants failed to pay Class Members overtime as required under Labor
21 Code § 510;
- 22 d. Whether Defendants violated Labor Code §§ 226.7 and 512, and the applicable
23 IWC Wage Orders, by failing to provide Class Members with requisite meal
24 periods or premium pay in lieu thereof;
- 25 e. Whether Defendants violated Labor Code §§ 226.7, and the applicable IWC Wage
26 Orders, by failing to authorize and permit Class Members to take requisite rest
27 breaks or provide premium pay in lieu thereof;
- 28 f. Whether Defendants violated Labor Code § 226(a) by providing Class Members

with inaccurate wage statements;

- g. Whether Defendants violated Labor Code §§ 201, 202, and 203 by failing to pay wages and compensation due and owing at the time of termination of employment;
- h. Whether Defendants' conduct was willful;
- i. Whether Defendants violated Labor Code § 226 and § 1174 and the IWC Wage Orders by failing to maintain accurate records of Class Members' earned wages and work periods;
- j. Whether Defendants violated Labor Code § 1194 by failing to compensate all Class Members during the relevant time period for all hours worked, whether regular or overtime;
- k. Whether Defendants violated Labor Code § 204 by failing to timely pay wages;
- l. Whether Defendants violated Labor Code § 2802 by failing to reimburse all necessary business expenses Defendants required them to incur in performing their job duties;
- m. Whether Defendants violated Business and Professions Code § 17200 *et seq.*; and
- n. Whether Class Members are entitled to equitable relief pursuant to Business and Professions Code § 17200 *et seq.*

C. Typicality

42. The claims of the named Plaintiffs are typical of those of Class Members. The Class Members all sustained injuries and damages arising out of and caused by Defendants' common course of conduct in violation of statutes, as well as regulations that have the force and effect of law, as alleged herein.

D. Adequacy of Representation

43. Plaintiffs will fairly and adequately represent and protect the interest of the Class Members. Counsel who represents Class Members are experienced and competent in litigating employment class actions.

E. Superiority of Class Action

44. A class action is superior to other available means for the fair and efficient

1 adjudication of this controversy. Individual joinder of all Class Members is not practicable, and
2 questions of law and fact common to all Class Members predominate over any questions affecting
3 only individual Class Members. Each Class Member has been damaged and is entitled to recovery
4 by reason of Defendants' illegal policies or practices of failing to compensate Class Members
5 properly.

6 45. As to the issues raised in this case, a class action is superior to all other methods for
7 the fair and efficient adjudication of this controversy, as joinder of all Class Members is
8 impracticable and many legal and factual questions to be adjudicated apply uniformly to all Class
9 Members. Further, as the economic or other loss suffered by vast numbers of Class Members may
10 be relatively small, the expense and burden of individual actions makes it difficult for the Class
11 Members to individually redress the wrongs they have suffered. Moreover, in the event
12 disgorgement is ordered, a class action is the only mechanism that will permit the employment of
13 a fluid fund recovery to ensure that equity is achieved. There will be relatively little difficulty in
14 managing this case as a class action, and proceeding on a class-wide basis will permit Class
15 Members to vindicate their rights for violations they endured which they would otherwise be
16 foreclosed from receiving in a multiplicity of individual lawsuits that would be cost prohibitive to
17 them.

18 46. Class action treatment will allow those persons similarly situated to litigate their
19 claims in the manner that is most efficient and economical for the parties and the judicial system.
20 Plaintiffs are unaware of any difficulties in managing this case that should preclude class
21 treatment. Plaintiffs contemplate the eventual issuance of notice to the proposed Class Members
22 that would set forth the subject and nature of the instant action. The Defendants' own business
23 records can be utilized for assistance in the preparation and issuance of the contemplated notices.
24 To the extent that any further notice is required, additional media and/or mailings can be used.

25 47. Defendants, as prospective and actual employers of the Class Members, had a
26 special fiduciary duty to disclose to prospective Class Members the true facts surrounding
27 Defendants' pay practices, policies and working conditions imposed upon Class Members as well
28 as the effect of any alleged arbitration agreements that may have been forced upon them. In

1 addition, Defendants knew they possessed special knowledge about pay practices and policies,
2 most notably intentionally refusing to pay for all hours actually worked, which should have been
3 recorded in Defendants' pay records and the consequence of the alleged arbitration agreements
4 and policies and practices on Class Members.

5 48. Class Members did not discover the fact that they were entitled to all pay under the
6 Labor Code until shortly before the filing of this lawsuit nor was there ever any discussion about
7 Plaintiffs and the Class's waiver of their Constitutional rights of trial by jury, right to collectively
8 organize and oppose unlawful pay practices under California law as well as obtain injunctive relief
9 preventing such practices from continuing. As a result, the applicable statutes of limitation were
10 tolled until such time as Plaintiffs and the Class Members discovered their claims.

11 **FIRST CAUSE OF ACTION**
12 **FAILURE TO PAY MINIMUM WAGES**
13 **(Against All Defendants)**

14 49. Plaintiffs re-allege and incorporate all preceding paragraphs, as though set forth in
15 full herein.

16 50. Defendants failed to pay Class Members minimum wages for all hours worked.
17 Defendants had a consistent policy of misstating Class Members' time records and failing to pay
18 Class Members for all hours worked. Class Members would work hours and not receive wages,
19 including as alleged above in connection with off the clock work. Defendants, and each of them,
20 have intentionally and improperly changed, adjusted and/or modified the hours of Class Members,
21 which resulted in off the clock work and underpayment of all wages owed to Class Members over
22 a period of time, while benefiting Defendants. During the relevant time period, Defendants thus
23 regularly failed to pay minimum wages to Class Members, to their detriment. Additionally,
24 Defendants had a consistent policy of failing to pay Class Members for hours worked during
25 alleged meal and rest periods for which Class Members were consistently denied, as also
26 addressed herein. Defendants' uniform pattern of unlawful wage and hour practices manifested,
27 without limitation, applicable to the Class as a whole, as a result of implementing a uniform policy
28 and practice that denied accurate compensation to Class Members as to minimum wage pay.

1 51. In California, employees must be paid at least the then applicable state minimum
2 wage for all hours worked. (IWC Wage Order MW-2014). Additionally, pursuant to California
3 Labor Code § 204, other applicable laws and regulations, and public policy, an employer must
4 timely pay its employees for all hours worked. Defendants failed to do so.

5 52. California Labor Code § 1197, entitled “Pay of Less Than Minimum Wage” states:
6 “The minimum wage for employees fixed by the commission is the minimum wage to be paid to
7 employees, and the payment of a less wage than the minimum so fixed is unlawful.”

8 53. The applicable minimum wages fixed by the commission for work during the
9 relevant period is found in Paragraph 4(A)-4(D) of the IWC Wage Orders.

10 54. The minimum wage provisions of California Labor Code are enforceable by private
11 civil action pursuant to Labor Code § 1194(a) which states: “Notwithstanding any agreement to
12 work for a lesser wage, any employee receiving less than the legal minimum wage or the legal
13 overtime compensation applicable to the employee is entitled to recover in a civil action the
14 unpaid balance of the full amount of this minimum wage or overtime compensation, including
15 interest thereon, reasonable attorney’s fees and costs of suit.”

16 55. As described in California Labor Code §§ 1185 and 1194.2, any action for wages
17 incorporates the applicable Wage Order of the California Industrial Welfare Commission. Also,
18 California Labor Code §§ 1194, 1197, 1197.1 and those Industrial Welfare Commission Wage
19 Orders entitle non-exempt employees to an amount equal to or greater than the minimum wage for
20 all hours worked. All hours must be paid at the statutory or agreed rate and no part of this rate may
21 be used as a credit against a minimum wage obligation.

22 56. In committing these violations of the California Labor Code, Defendants
23 inaccurately recorded, or required Class Members to input times that did not reflect their actual
24 hours worked, or calculated the correct time worked and consequently underpaid the actual time
25 worked by Class Members. Defendants acted in an illegal attempt to avoid the payment of all
26 earned wages, and other benefits in violation of the California Labor Code, the Industrial Welfare
27 Commission requirements and other applicable laws and regulations. As a result of these
28 violations, Defendant also failed to timely pay all wages earned in accordance with California

1 Labor Code § 1194.

2 57. California Labor Code § 1194.2 also provides for the following remedies: “In any
3 action under Section 1194 . . . to recover wages because of the payment of a wage less than the
4 minimum wages fixed by an order of the commission, an employee shall be entitled to recover
5 liquidated damages in an amount equal to the wages unlawfully unpaid and interest thereon.”

6 58. In addition to restitution for all unpaid wages, pursuant to California Labor Code §
7 1197.1, Class Members are entitled to recover a penalty of \$100.00 for the initial failure to timely
8 pay each employee minimum wages, and \$250.00 for each subsequent failure to pay each
9 employee minimum wages.

10 59. Pursuant to California Labor Code § 1194.2, Class Members are further entitled to
11 recover liquidated damages in an amount equal to wages unlawfully unpaid and interest thereon.

12 60. Defendants have the ability to pay minimum wages for all time worked and have
13 willfully refused to pay such wages with the intent to secure for Defendants a discount upon this
14 indebtedness with the intent to annoy, harass, oppress, hinder, delay, or defraud Class Members.

15 61. Wherefore, Class Members are entitled to recover the unpaid minimum wages
16 (including double minimum wages), liquidated damages in an amount equal to the minimum
17 wages unlawfully unpaid, interest thereon and reasonable attorney’s fees and costs of suit pursuant
18 to California Labor Code § 1194(a). Plaintiffs and the other members of the Class further request
19 recovery of all unpaid wages, according to proof, interest, statutory costs, as well as the
20 assessment of any statutory penalties against Defendants, in a sum as provided by the California
21 Labor Code, including § 558, and/or other applicable statutes.

22 **SECOND CAUSE OF ACTION**

23 **FAILURE TO PAY WAGES AND OVERTIME UNDER LABOR CODE § 510**

24 **(Against All Defendants)**

25 62. Plaintiffs re-allege and incorporate all preceding paragraphs, as though set forth in
26 full herein.

27 63. California Labor Code § 1194 provides that “any employee receiving less than the
28 legal minimum wage or the legal overtime compensation applicable to the employee is entitled to

1 recover in a civil action the unpaid balance of the full amount of this minimum wage or overtime
2 compensation, including interest thereon, reasonable attorney's fees, and costs of suit." The action
3 may be maintained directly against the employer in an employee's name without first filing a
4 claim with the Division of Labor Standards and Enforcement.

5 64. By their conduct, as set forth herein, Defendants violated California Labor Code §
6 510 (and the relevant orders of the Industrial Welfare Commission) by failing to pay Class
7 Members: (a) time and one-half their regular hourly rates for hours worked in excess of eight (8)
8 hours in a workday or in excess of forty (40) hours in any workweek or for the first eight (8) hours
9 worked on the seventh day of work in any one workweek; or (b) twice their regular rate of pay for
10 hours worked in excess of twelve (12) hours in any one (1) day or for hours worked in excess of
11 eight (8) hours on any seventh day of work in a workweek.

12 65. Defendants had a consistent policy of not paying Class Members wages for all
13 hours worked, including by requiring off the clock work, as addressed above. Defendants, and
14 each of them, have intentionally and improperly rounded, changed, adjusted, and/or modified
15 certain employees' hours, including Plaintiffs, in order to avoid paying Class Members all earned
16 and owed straight time and overtime wages and other benefits, in violation of the California Labor
17 Code, the California Code of Regulations and the IWC Wage Orders and guidelines set forth by
18 the Division of Labor Standards and Enforcement. Defendants have also violated these provisions
19 by requiring Class Members to work through portions of their meal period. Therefore, Class
20 Members were not properly compensated, nor were they paid overtime rates for hours worked in
21 excess of eight hours in a given day, and/or forty hours in a given week. Based on information and
22 belief, Defendants did not make available to Class Members a reasonable protocol for correcting
23 time records when Class Members worked overtime hours or to fix incorrect time entries.

24 66. Defendants' failure to pay Class Members the unpaid balance of regular wages
25 owed and overtime compensation, as required by California law, violates the provisions of Labor
26 Code §§ 510 and 1198, and is therefore unlawful.

27 67. Additionally, Labor Code § 558(a) provides "any employer or other person acting
28 on behalf of an employer who violates, or causes to be violated, a section of this chapter or any

1 provisions regulating hours and days of work in any order of the IWC shall be subject to a civil
2 penalty as follows: (1) For any violation, fifty dollars (\$50) for each underpaid employee for each
3 pay period for which the employee was underpaid in addition to an amount sufficient to recover
4 underpaid wages. (2) For each subsequent violation, one hundred dollars (\$100) for each
5 underpaid employee for each pay period for which the employee was underpaid in addition to an
6 amount sufficient to recover underpaid wages. (3) Wages recovered pursuant to this section shall
7 be paid to the affected employee.” Labor Code § 558(c) states, “the civil penalties provided for in
8 this section are in addition to any other civil or criminal penalty provided by law.” Defendants
9 have violated provisions of the Labor Code regulating hours and days of work as well as the IWC
10 Wage Orders. Accordingly, Plaintiffs and the Class Members seek the remedies set forth in Labor
11 Code § 558.

12 68. Defendants’ failure to pay compensation in a timely fashion also constituted a
13 violation of California Labor Code § 204, which requires that all wages shall be paid
14 semimonthly. From four (4) years prior to the filing of this lawsuit to the present, in direct
15 violation of that provision of the California Labor Code, Defendants have failed to pay all wages
16 and overtime compensation earned by Class Members. Each such failure to make a timely
17 payment of compensation to Class Members constitutes a separate violation of California Labor
18 Code § 204.

19 69. Class Members have been damaged by these violations of California Labor Code
20 §§ 204 and 510 (and the relevant orders of the Industrial Welfare Commission).

21 70. Consequently, pursuant to the California Labor Code, including Labor Code §§
22 204, 510, 558, and 1194, and the applicable IWC Wage Order, paragraph 3(A) and 4(B),
23 Defendants are liable to Class Members for the full amount of all their unpaid wages and overtime
24 compensation, with interest, plus their reasonable attorneys’ fees and costs, as well as the
25 assessment of any statutory penalties against Defendants, and each of them, and any additional
26 sums as provided by the Labor Code and/or other statutes.

27 **THIRD CAUSE OF ACTION**

28 **MEAL-PERIOD LIABILITY UNDER LABOR CODE § 226.7**

(Against All Defendants)

71. Plaintiffs re-allege and incorporate all preceding paragraphs, as though set forth in full herein.

72. Class Members regularly worked shifts greater than five (5) hours and in some instances, greater than ten (10) hours. Pursuant to Labor Code § 512 an employer may not employ someone for a shift of more than five (5) hours without providing him or her with a meal period of not less than thirty (30) minutes or for a shift of more than ten (10) hours without providing him or her with a second meal period of not less than thirty (30) minutes.

73. Defendants failed to provide Class Members with meal periods as required under the Labor Code. Defendants placed their needs over Class Members lawful meal breaks and this resulted in Class Members consistently having to work through their scheduled meal breaks because the demands of the job would not avail them the opportunity to take a lawfully uninterrupted and off-duty meal break. Furthermore, upon information and belief, on the occasions when Class Members worked more than ten (10) hours in a given shift, they did so without receiving a second uninterrupted thirty (30) minute meal period as required by law.

74. Defendants thus failed to provide Class Members with meal periods as required by the Labor Code, including by not providing them with the opportunity to take meal breaks, by providing them late or for less than thirty (30) minutes, or by requiring them to perform work during breaks.

75. Moreover, Defendants failed to compensate Class Members for each meal period not provided or inadequately provided, as required under Labor Code § 226.7 and paragraph 11 of the applicable IWC Wage Orders, which provide that, if an employer fails to provide an employee a meal period in accordance with this section, the employer shall pay the employee one (1) hour of pay at the employee's regular rate of compensation for each workday that the meal period is not provided. Defendants failed to compensate Class Members for each meal period not provided or inadequately provided, as required under Labor Code § 226.7.

76. Therefore, pursuant to Labor Code § 226.7 and the applicable IWC Wage Order, paragraph 11, Class Members are entitled to damages in an amount equal to one (1) hour of wages

1 at their effective hourly rates of pay for each meal period not provided or deficiently provided, a
2 sum to be proven at trial, as well as the assessment of any statutory penalties against the
3 Defendants, and each of them, in a sum as provided by the Labor Code and other statutes.

4 **FOURTH CAUSE OF ACTION**

5 **REST-BREAK LIABILITY UNDER LABOR CODE § 226.7**

6 **(Against All Defendants)**

7 77. Plaintiffs re-allege and incorporate all preceding paragraphs, as though set forth in
8 full herein.

9 78. Labor Code §§ 226.7 and paragraph 12 of the applicable IWC Wage Orders
10 provide that employers must authorize and permit all employees to take rest periods at the rate of
11 ten (10) minutes net rest time per four (4) work hours.

12 79. Class Members consistently worked consecutive four (4) hour shifts and were
13 generally scheduled for shifts greater than 3.5 hours total, thus requiring Defendants to authorize
14 and permit them to take rest periods. Pursuant to the Labor Code and the applicable IWC Wage
15 Order, Class Members were entitled to paid rest breaks of not less than ten (10) minutes for each
16 consecutive four (4) hour shift, and Defendants failed to provide Class Members with timely rest
17 breaks of not less than ten (10) minutes for each consecutive four (4) hour shift. Defendants placed
18 their needs over Class Members lawful rest breaks, and this resulted in Class Members
19 consistently having to work through their scheduled rest breaks because the demands of the job
20 would not avail them the opportunity to take a lawfully uninterrupted and off-duty rest break.
21 Thus, Class Members were consistently denied of their rest breaks.

22 80. Labor Code §§ 226.7 and paragraph 12 of the applicable IWC Wage Orders
23 provide that if an employer fails to provide an employee rest period in accordance with this
24 section, the employer shall pay the employee one (1) hour of pay at the employee's regular rate of
25 compensation for each workday that the rest period is not provided.

26 81. Defendants, and each of them, have therefore intentionally and improperly denied
27 rest periods to Class Members in violation of Labor Code §§ 226.7 and 512 and paragraph 12 of
28 the applicable IWC Wage Orders.

1 82. Defendants failed to authorize and permit Class Members to take rest periods, as
2 required by the Labor Code. Moreover, Defendants did not compensate Class Members with an
3 additional hour of pay at each Class Member's effective hourly rate for each day that Defendants
4 failed to provide them with adequate rest breaks, as required under Labor Code § 226.7.

5 83. Therefore, pursuant to Labor Code § 226.7 and paragraph 12 of the applicable IWC
6 Wage Orders, Class Members are entitled to damages in an amount equal to one (1) hour of wages
7 at their effective hourly rates of pay for each day worked without the required rest breaks, a sum to
8 be proven at trial, as well as the assessment of any statutory penalties against Defendants, and each
9 of them, in a sum as provided by the Labor Code and/or other statutes.

10 **FIFTH CAUSE OF ACTION**
11 **VIOLATION OF LABOR CODE § 226(a)**
12 **(Against All Defendants)**

13 84. Plaintiffs re-allege and incorporate all preceding paragraphs, as though set forth in
14 full herein.

15 85. California Labor Code § 226(a) requires an employer to furnish each of his or her
16 employees with an accurate, itemized statement in writing showing the gross and net earnings, , ,
17 and the corresponding number of hours worked at each hourly rate; these statements must be
18 appended to the detachable part of the check, draft, voucher, or whatever else serves to pay the
19 employee's wages; or, if wages are paid by cash or personal check, these statements may be given
20 to the employee separately from the payment of wages; in either case the employer must give the
21 employee these statements twice a month or each time wages are paid.

22 86. Defendants failed to provide Class Members with accurate itemized wage
23 statements in writing, as required by the Labor Code. Specifically, the wage statements given to
24 Class Members failed to accurately account for unpaid wages and overtime because Defendants
25 under-reported Class Members' actual hours worked due to off the clock work described above.
26 Additionally, the wage statements given to Class Members failed to accurately account for
27 premium pay for deficiently provided meal periods and rest breaks.

28 87. Throughout the liability period, Defendants intentionally failed to furnish to Class

Members, upon each payment of wages, itemized statements accurately showing: (1) gross wages earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate paid on a piece-rate basis, (4) all deductions, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee and only the last four digits of his or her social security number or an employee identification number other than a social security number, (8) the name and address of the legal entity that is the employer and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee pursuant to Labor Code § 226, amongst other statutory requirements. Defendants knowingly and intentionally failed to provide Class Members with such timely and accurate wage and hour statements.

88. Class Members suffered injury as a result of Defendants' knowing and intentional failure to provide them with the accurate wage and hour statements as required by law and are presumed to have suffered injury and be entitled to penalties under Labor Code § 226(e), as the Defendants have failed to provide wage statements with accurate and complete information as required by any one or more of items Labor Code § 226 (a)(1) to (9), inclusive, and Class Members cannot promptly and easily determine from the wage statement alone one or more of the following: (i) The amount of the gross wages or net wages paid to the employee during the pay period or any of the other information required to be provided on the itemized wage statement pursuant to items (2) to (4), inclusive, (6), and (9) of subdivision (a), (ii) Which deductions the employer made from gross wages to determine the net wages paid to the employee during the pay period, (iii) The name and address of the employer and, (iv) The name of the employee and only the last four digits of his or her social security number or an employee identification number other than a social security number. For purposes of Labor Code § 226(e) "promptly and easily determine" means a reasonable person [i.e. an objective standard] would be able to readily ascertain the information without reference to other documents or information.

89. Therefore, as a direct and proximate cause of Defendants' violation of Labor Code § 226(a), Class Members suffered injuries, including among other things confusion over whether they received all wages owed to them, the difficulty and expense involved in reconstructing pay

1 records, and forcing them to make mathematical computations to analyze whether the wages paid
2 in fact compensated them correctly for all hours worked.

3 90. Pursuant to Labor Code §§ 226(a) and 226(e) and 1174, and the applicable IWC
4 Wage Order, paragraph 7(B), Class Members are entitled to recover the greater of all actual
5 damages or fifty dollars (\$50) for the initial pay period in which a violation occurs and one
6 hundred dollars (\$100) for each violation in a subsequent pay period, not exceeding an aggregate
7 penalty of four thousand dollars (\$4,000). They are also entitled to an award of costs and
8 reasonable attorneys' fees.

9 **SIXTH CAUSE OF ACTION**
10 **VIOLATION OF LABOR CODE § 203**
11 **(Against All Defendants)**

12 91. Plaintiffs re-allege and incorporate all preceding paragraphs, as though set forth in
13 full herein.

14 92. Numerous Class Members are no longer employed by Defendants; they either quit
15 Defendants' employ or were fired therefrom.

16 93. Defendants failed to pay these Class Members all wages due and certain at the time
17 of termination or within seventy-two (72) hours of resignation.

18 94. The wages withheld from these Class Members by Defendants remained due and
19 owing for more than thirty (30) days from the date of separation from employment.

20 95. Defendants failed to pay Class Members without abatement, all wages as defined
21 by applicable California law. Class Members were not paid all regular and overtime wages
22 because Defendants failed to pay for all hours worked and required off the clock work.
23 Additionally, Defendants failed to pay premium wages owed for unprovided meal periods and rest
24 periods, as further detailed in this Complaint. Defendants' failure to pay said wages within the
25 required time was willful within the meaning of Labor Code § 203.

26 96. Defendants' failure to pay wages, as alleged entitles these Class Members to
27 penalties under Labor Code § 203, which provides that an employee's wages shall continue until
28 paid for up to thirty (30) days from the date they were due.

SEVENTH CAUSE OF ACTION
VIOLATION OF LABOR CODE § 204
(Against All Defendants)

97. Plaintiffs re-allege and incorporate all preceding paragraphs, as though set forth in full herein.

98. Labor Code § 204 instructs that: “All wages, ...earned by any person in any employment are due and payable twice during each calendar month, on days designated in advance by the employer as the regular paydays. Labor performed between the 1st and 15th days, inclusive, of any calendar month shall be paid for between the 16th and the 26th day of the month during which the labor was performed, and labor performed between the 16th and the last day, inclusive, of any calendar month, shall be paid for between the 1st and 10th day of the following month.” Additionally, the requirements of this section shall be deemed satisfied by the payment of wages for weekly, biweekly, or semimonthly payroll if the wages are paid not more than seven calendar days following the close of the payroll period.” As detailed above, Defendants maintained a consistently applied policy and practice of not paying all wages earned between the 1st and 15th days of a month between the 16th and 26th day and failed to pay all wages earned between the 16th and the last day of the month between the 1st and 10th day of the following month. Defendants similarly failed to pay all wages earned by not more than seven calendar days following the close of the payroll period. These failures all arose from Defendants’ failure to pay for all hours worked as detailed above.

99. All wages due and owing to Plaintiffs and the Class Members, including as required under Labor Code § 510, were therefore not timely paid by Defendants, as addressed in detail above. Additionally, wages required by Labor Code § 1194 and other sections became due and payable to each Class Member in each pay period that he or she was not provided with a meal period or rest period or paid straight or overtime wages or commissions to which he or she was entitled.

100. Defendants thus violated Labor Code § 204 by systematically refusing to pay wages due under the Labor Code, as addressed above. Additionally, under paragraph 4(B) of the

1 applicable IWC Wage Orders, employers are required “to pay each employee, on the established
2 payday for the period involved, not less than the applicable minimum wage for all hours worked in
3 the payroll period, ...” Under Labor Code § 1198, “[t]he employment of any employee for longer
4 hours than those fixed by the order or under conditions of labor prohibited by the order is
5 unlawful.” Plaintiffs and the Class Members may therefore pursue damages and penalties for
6 violations of Labor Code § 204 and paragraph 4(B) of the applicable IWC Wage Orders, including
7 penalties under paragraph 20 of the applicable IWC Wage Orders.

8 101. As a result of the unlawful acts of Defendants, Plaintiffs and Class Members seek
9 to represent they have been deprived of wages in amounts to be determined at trial, and they are
10 entitled to recovery of such amounts, plus interest and penalties thereon, attorneys’ fees, and costs,
11 pursuant to Labor Code § 210, 218.5, 1194 and 1198, and paragraphs 4(B) and 20 of the
12 applicable IWC Wage Orders.

13 **EIGHTH CAUSE OF ACTION**

14 **FAILURE TO KEEP REQUIRED PAYROLL RECORDS UNDER LABOR CODE § 1174**
15 **AND 1174.5**

16 **(Against All Defendants)**

17 102. Plaintiffs re-allege and incorporate all preceding paragraphs, as though set forth in
18 full herein.

19 103. California Labor Code § 1174 requires that all employers shall keep accurate time
20 and wage records for all employees. California Labor Code § 1174.5 further requires that any
21 employee suffering injury due to a willful violation of the aforementioned obligations may seek
22 damages, including civil penalties, from the employer.

23 104. During the course of Plaintiffs’ and Class Members’ employment, Defendants
24 consistently failed to maintain accurate time and wage records for Plaintiffs and Class Members as
25 required by California Labor Code § 1174 by failing to pay Plaintiffs and Class Members proper
26 wages, overtime, and premium pay as discussed above.

27 105. Accordingly, Defendants are liable for civil penalties pursuant to the California
28 Labor Code § 1174.5 for the three (3) years prior to the filing of this Complaint.

1 **NINTH CAUSE OF ACTION**

2 **REIMBURSEMENT OF NECESSARY EXPENDITURES UNDER LABOR CODE § 2802**

3 **(Against All Defendants)**

4 106. Plaintiffs re-allege and incorporate all preceding paragraphs as though set forth in
5 full herein.

6 107. Under Labor Code § 2802(a) an employer must indemnify its employees for all
7 necessary expenditures or losses incurred by the employee in direct consequence of the discharge
8 of his or her duties, or of his or her obedience to the directions of the employer.

9 108. Defendants have regularly required Plaintiffs to incur business expenses in the course
10 of performing their required job duties for Defendants including for cell phone and mileage expenses
11 and for the purchase of tools required to perform their job duties. Upon information and belief, Class
12 Members incurred similar costs. These expenses incurred by Plaintiffs and Class Members were
13 necessary and required of them in performing their assigned job duties, but Defendants failed to
14 reimburse Plaintiffs and Class Members for all such necessary expenditures. Class Members were
15 not reimbursed for those lawful and necessary work related expenses or losses incurred in direct
16 discharge of their job duties during their employment with Defendants and at the direction of the
17 Defendants pursuant to Labor Code § 2802(a) and the applicable IWC Wage Orders, paragraph 9.

18 109. As a result of the unlawful acts of Defendants, Class Members have been deprived
19 of reimbursement in amounts to be determined at trial; they are entitled to recovery of such amounts,
20 plus interest and penalties thereon, attorneys' fees, and costs.

21 **TENTH CAUSE OF ACTION**

22 **VIOLATION OF BUSINESS & PROFESSIONS CODE § 17200 *ET SEQ.***

23 **(Against All Defendants)**

24 110. Plaintiffs re-allege and incorporate all preceding paragraphs, as though set forth in
25 full herein.

26 111. Plaintiffs, on behalf of themselves, Class Members, and the general public, bring
27 this claim pursuant to Business & Professions Code § 17200 *et seq.* The conduct of Defendants as
28 alleged in this Complaint has been and continues to be unfair, unlawful, and harmful to Class

1 Members and the general public. Plaintiffs seek to enforce important rights affecting the public
2 interest within the meaning of Code of Civil Procedure § 1021.5.

3 112. Plaintiffs are a “person” within the meaning of Business & Professions Code
4 § 17204, have suffered an injury, and therefore have standing to bring this cause of action for
5 injunctive relief, restitution, and other appropriate equitable relief.

6 113. Business & Professions Code § 17200 *et seq.* prohibits unlawful and unfair
7 business practices. By the conduct alleged herein, Defendants’ practices were deceptive and
8 fraudulent in that Defendants’ policy and practice failed to provide the required amount of
9 compensation for missed meal and rest breaks, and failed to adequately compensate Class
10 Members for all hours worked, due to systematic business practices as alleged herein that cannot
11 be justified, pursuant to the applicable California Labor Code and Industrial Welfare Commission
12 requirements in violation of California Business and Professions Code §§ 17200, *et seq.*, and for
13 which this Court should issue injunctive and equitable relief, pursuant to California Business &
14 Professions Code § 17203, including restitution of wages wrongfully withheld.

15 114. Wage-and-hour laws express fundamental public policies. Paying employees their
16 wages and overtime, providing them with meal periods and rest breaks, etc., are fundamental
17 public policies of California. Labor Code § 90.5(a) articulates the public policies of this State
18 vigorously to enforce minimum labor standards, to ensure that employees are not required or
19 permitted to work under substandard and unlawful conditions, and to protect law-abiding
20 employers and their employees from competitors who lower costs to themselves by failing to
21 comply with minimum labor standards.

22 115. Defendants have violated statutes and public policies. Through the conduct alleged
23 in this Complaint Defendants have acted contrary to these public policies, have violated specific
24 provisions of the Labor Code, and have engaged in other unlawful and unfair business practices in
25 violation of Business & Professions Code § 17200 *et seq.*; which conduct has deprived Plaintiffs,
26 and all persons similarly situated, and all interested persons, of the rights, benefits, and privileges
27 guaranteed to all employees under the law.

28 116. Defendants’ conduct, as alleged above, constitutes unfair competition in violation

1 of the Business & Professions Code § 17200 *et seq.*

2 117. Defendants, by engaging in the conduct herein alleged, by failing to pay wages and
3 overtime, failing to provide meal periods and rest breaks, etc., either knew or in the exercise of
4 reasonable care should have known that their conduct was unlawful; therefore their conduct
5 violates the Business & Professions Code § 17200 *et seq.*

6 118. By the conduct alleged herein, Defendants have engaged and continue to engage in
7 a business practice which violates California and federal law, including but not limited to, the
8 applicable Industrial Wage Order(s), the California Code of Regulations, and the California Labor
9 Code including Sections 203, 204, 226, 226.7, 512, 1194, 1197, and 1198, for which this Court
10 should issue declaratory and other equitable relief pursuant to California Business & Professions
11 Code § 17203 as may be necessary to prevent and remedy the conduct held to constitute unfair
12 competition, including restitution of wages wrongfully withheld.

13 119. As a proximate result of the above-mentioned acts of Defendants, Class Members
14 have been damaged, in a sum to be proven at trial.

15 120. Unless restrained by this Court, Defendants will continue to engage in such
16 unlawful conduct as alleged above. Pursuant to the Business & Professions Code, this Court
17 should make such orders or judgments, including the appointment of a receiver, as may be
18 necessary to prevent the use by Defendants or their agents or employees of any unlawful or
19 deceptive practice prohibited by the Business & Professions Code, including but not limited to the
20 disgorgement of such profits as may be necessary to restore Class Members to the money
21 Defendants have unlawfully failed to pay.

22 **ELEVENTH CAUSE OF ACTION**
23 **VIOLATION OF LABOR CODE § 2698, ET SEQ.**
24 **(Against All Defendants)**

25 121. Plaintiffs reallege and incorporate all preceding paragraphs, as though set forth in
26 full herein.

27 122. Plaintiffs and the Employees in the Class are also Class Members as defined under
28 Labor Code § 2699(c) in that they suffered the violations alleged in this Complaint and either were

1 or are employed by the alleged violators, Defendants, during the relevant time period (“Class
2 Members”).

3 123. In failing to pay Class Members minimum wages and overtime, not providing
4 proper meal and rest periods, failing to provide accurate wage statements, and failing to pay
5 Employees upon termination or timely upon resignation, all discussed above, Defendants failed to
6 timely pay Class Members wages on a semimonthly basis as required under Labor Code § 204.
7 Defendants also failed to maintain records showing accurate hours worked and the wages paid to
8 Class Members, as required by Labor Code § 1174 and paragraph 7 of the applicable IWC Wage
9 Orders.

10 124. As such, Employees seek wages and penalties under Labor Code §§ 2698 and 2699
11 for Defendants’ violation of Labor Code provisions included under Labor Code 2699.5, including
12 the penalty provisions, without limitation, based, inter alia, on the following California Labor
13 Code sections: 201, 202, 203, 204, 210, 226, 226.3, 226.7, 227.3, 510, 512, 551, 552, 558, 558.1,
14 1174, 1174.5, 1182.12, 1185, 1194, 1194.2, 1197, 1198, 1199, 2698, 2802, 2926, *et seq.*

15 125. More specifically, after complying with the notice procedures of Labor Code §
16 2699.3, Plaintiffs assert, as a representative action on behalf of the California Attorney General
17 and other similarly Class Members, a PAGA claim for violations of the above addressed
18 underlying claims and seeking penalties as specified by the applicable corresponding provisions,
19 including as follows:

20 (a) Wage Claims: For failure to provide Plaintiffs and the Class Members all earned
21 regular pay and minimum wages for regular hours worked and for failure to pay overtime
22 premium wages for overtime hours worked under Labor Code §§ 226.2, 510, 1194(a), 1197, and
23 1198, and paragraphs 2(K), 3(A), 4(A), 4(B) and 20 of the applicable IWC Wage Order(s) seeking
24 all civil and statutory penalties available and applicable, and wages, under Labor Code §§ 510,
25 558, 1194.2, 1197.1, 1199, 2699(f)(2), and 2699.5, and also for attorneys’ fees and costs pursuant
26 to Labor Code § 2699(g)(1);

27 (b) Meal and Rest Period Claims: For failure to provide Plaintiffs and the Class
28 Members off-duty, timely, and unpaid meal periods and failure to authorize and permit them to

1 take off-duty, timely, and paid rest periods, or pay one hour of regular pay in lieu thereof, under
2 Labor Code §§ 512, 1198, and 226.7, and Sections 11, 12(A), and 12(B) of the applicable IWC
3 Wage Order(s) seeking all civil and statutory penalties available and applicable, including under
4 paragraph 20 of the applicable IWC Wage Orders, and wages under Labor Code §§ 226.7, 512,
5 558, including sections 558(a)(1)-(3), 1199 and 2699(f)(2), and also for attorneys' fees and costs
6 pursuant to Labor Code § 2699(g)(1);

7 (c) Inaccurate Wage Statements and Failure to Maintain Records: For failure to
8 provide Plaintiffs and Class Members with accurate, itemized wage statements and failure to
9 maintain employment records for Plaintiffs and Class Members under Labor Code §§ 226, 1174,
10 and 1198.5, and Sections 7(A), 7(B), and 7(C) of the applicable IWC Wage Order(s) seeking all
11 civil and statutory penalties and wages available and applicable under Labor Code §§ 226(e),
12 226.3, 558, 1174.5, 1199, 2699(f)(2), and paragraph 20 of the applicable IWC Wage Order, and
13 also for attorneys' fees and costs pursuant to Labor Code § 2699(g)(1). More specifically, by
14 providing inaccurate wage statements and failing to maintain records as required under Labor
15 Code § 226(a), Defendants committed ongoing violations giving rise to civil penalties under Labor
16 Code § 226.3, which in addition to other penalties provided by law, subjects Defendants to "a
17 penalty in the amount of two hundred fifty dollars (\$250) per employee per violation in an initial
18 citation and one thousand dollars (\$1,000) per employee for each violation in a subsequent
19 citation, ...";

20 (d) Failure to Timely Pay Wages: For failure to timely pay all wages owed, including at
21 least semi-monthly and upon separation or termination, under Labor Code §§ 201, 202, 203, 204,
22 226.2, 1197.5, 2926, and 2927 seeking all civil penalties available and applicable under Labor
23 Code §§ 201, 202, 203, 210, 558, 1197, 1198, 1199 and 2699(f)(2), and paragraph 20 of the
24 applicable IWC Wage Orders, and also for attorneys' fees and costs pursuant to Labor Code §
25 2699(g)(1);

26 (e) All Alleged Violations of the IWC Wage Orders and Other Labor Code
27 Sections: For any above addressed violation of the applicable provisions of the IWC Wage
28 Orders, each of which constitute separate violations of Labor Code § 1198 and Labor Code §

1 2699.5, and seeking penalties available and applicable under Labor Code § 2699(f)(2) and
2 paragraph 20 of the applicable IWC Wage Orders, and for attorneys' fees and costs pursuant to
3 Labor Code § 2699(g)(1).

4 126. As also addressed above, Plaintiffs, on behalf of the Class Members, also seek the
5 penalties and remedies set forth in Labor Code § 558, which states:

6 (a) Any employer or other person acting on behalf of an employer who violates, or
7 causes to be violated, a section of this chapter or any provision regulating hours and days of work
8 in any order of the Industrial Welfare Commission shall be subject to a civil penalty as follows:
9 (1) For any initial violation, fifty dollars (\$50) for each underpaid employee for each pay period
10 for which the employee was underpaid in addition to an amount sufficient to recover underpaid
11 wages. (2) For any subsequent violation, one hundred dollars (\$100) for each underpaid employee
12 for each pay period for which the employee was underpaid in addition to an amount sufficient to
13 recover underpaid wages. (3) Wages recovered pursuant to this section shall be paid to the affected
14 employee.

15 (b) If upon inspection or investigation the Labor Commissioner determines that a
16 person had paid or caused to be paid a wage for overtime work in violation of any provision of this
17 chapter, or any provision regulating hours and days of work in any order of the Industrial Welfare
18 Commission, the Labor Commissioner may issue a citation. The procedures for issuing,
19 contesting, and enforcing judgments for citations or civil penalties issued by the Labor
20 Commissioner for a violation of this chapter shall be the same as those set out in Section 1197.1.

21 (c) The penalties provided for in this section are in addition to any other civil or
22 criminal penalty provided by law.

23 127. Plaintiffs have exhausted their administrative remedies by sending a certified letter
24 to the LWDA and Defendants postmarked on **May 28, 2025**, addressing in detail the specific
25 provisions of the Labor Code Defendants have violated and addressing the facts and legal theories
26 to support the alleged violations and requested penalties. The LWDA has not provided notice of its
27 intent to investigate the alleged violations within 65 calendar days of the postmark date of the
28 letter, and Plaintiffs add this claim seeking penalties under the PAGA for the violations addressed

herein and in the PAGA Notice Letter and the original Complaint.

RELIEF REQUESTED

WHEREFORE, Plaintiffs pray for the following relief:

1. For an order certifying this action as a class action;
2. For compensatory damages in the amount of the unpaid minimum wages for work performed by Class Members and unpaid overtime compensation from at least four (4) years prior to the filing of this action, as may be proven;
3. For liquidated damages in the amount equal to the unpaid minimum wage and interest thereon, from at least four (4) years prior to the filing of this action, according to proof;
4. For compensatory damages in the amount of all unpaid wages, including overtime and double-time pay, as may be proven;
5. For compensatory damages in the amount of the hourly wage made by Class Members for each missed or deficient meal period where no premium pay was paid therefor from four (4) years prior to the filing of this action, as may be proven;
6. For compensatory damages in the amount of the hourly wage made by Class Members for each day requisite rest breaks were not provided or were deficiently provided where no premium pay was paid therefor from at least four (4) years prior to the filing of this action, as may be proven;
7. For penalties pursuant to Labor Code § 226(e) for Class Members, as may be proven;
8. For penalties pursuant to Labor Code § 203 for all Class Members who quit or were fired in an amount equal to their daily wage times thirty (30) days, as may be proven;
9. For restitution and/or damages for all amounts unlawfully withheld from the wages for all class members in violation of Labor Code § 204, as may be proven;
10. For penalties pursuant to Labor Code §§ 226 and 1198.5, as may be proven;
11. For restitution and/or damages for all amounts unlawfully withheld from the wages for all Class Members in violation of Labor Code § 2802, as may be proven;

12. For restitution for unfair competition pursuant to Business & Professions Code
§ 17200 *et seq.*, including disgorgement or profits, as may be proven;

13. For an order enjoining Defendants and their agents, servants, and employees, and
all persons acting under, in concert with, or for them, from acting in derogation of any rights or
duties adumbrated in this Complaint;

14. For penalties pursuant to Labor Code § 2698 *et seq.*, as may be proven;

15. For other wages and penalties under the Labor Code as may be proven;

16. For all general, special, and incidental damages as may be proven;

17. For an award of pre-judgment and post-judgment interest;

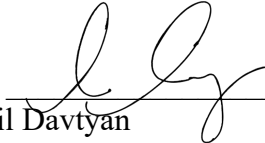
18. For an award providing for the payment of the costs of this suit;

19. For an award of attorneys' fees; and

20. For such other and further relief as this Court may deem proper and just.

DATED: August 1, 2025

D.LAW, INC.

By: 

Emil Davtyan

David Yeremian

Natalie Haritoonian

Andrea A. Amaya Silva

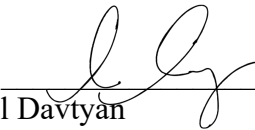
Attorneys for Plaintiffs RODOLFO GARAY-
RIOS, JONATHAN REGINALD CLARK
JONES, ENRIQUE KELVIN MCCOY, and
all others similarly situated

DEMAND FOR JURY TRIAL

Plaintiffs hereby demand a trial of their claims by jury to the extent authorized by law.

DATED: August 1, 2025

D.LAW, INC.

By: 
Emil Davtyan
David Yeremian
Natalie Haritounian
Andrea A. Amaya Silva
Attorneys for Plaintiffs RODOLFO GARAY-
RIOS, JONATHAN REGINALD CLARK
JONES, ENRIQUE KELVIN MCCOY, and
all others similarly situated

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I am employed in the aforesaid county, State of California; I am over the age of 18 years and not a party to the within action; my business address is 450 N Brand Blvd., Suite 805, Glendale, CA 91203.

Guillermo A. Escobedo (SBN 206198)
gescobedo@constangy.com

agianninoto@constangy.com

jluna@constangy.com

550 West C Street, Suite 1400

Telephone: (619) 605-6171

[X] (BY MAIL) I placed such envelope with postage thereon fully paid in the United States mail at Glendale, California. I am "readily familiar" with this firm's practice of collecting and processing correspondence for mailing. It is deposited with U.S. Postal Service on that same day in the ordinary course of business. I am aware that on motion of party served, service is presumed invalid if postal cancellation date or postage meter date is more than 1 day after date of deposit for mailing in affidavit.

[] (COURTESY COPY BY ELECTRONIC TRANSMISSION) by use of email by scanning the documents and any and all documents and emailing them to email addresses above.

Executed on August 1, 2025, at Glendale, California.


Silvia Pimentel